



Resources from our workshop "Positionality and Working Across Difference Part 1:"

Questions and Resources to Consider Positionality and Equity

With your Group and Community:

- What are some issues in your community?
- What are some issues that are currently being addressed in your community and how?
- What other groups work in your community?
- Are there other groups that do similar work or have similar missions and goals?
- Is it important to connect with other organizations or groups in your community? Why or why not?
- Is it considered important to connect with other communities? Why or why not?
- How do you make meaningful connections with other communities?
- What are some things your group can do to connect more with others?
- How can you make relationships with other communities or groups stronger?

Within your Group or Organization:

- What was your organization's process of developing the mission/vision? Who was included in the process?
- How is your organization structured?
- What is the division of labor in the organization?
- What types of knowledge and skills are valued? Which are not valued?
- Are there types of work that are unpaid? What types are they?
- Are there people who speak English as a second language? If so, what structures, if any, exist for language development, interpretation, and translation, to ensure their full and knowledgeable participation?
- Who are the faces of the leaders of the organization? How did they get there?
- Who holds the power in the organization? Whose opinions and voices matter most?
- Who are considered the 'experts'?
- How are different voices and experiences integrated into the mission and everyday activities of the organization?
- How do issues of race, class, gender equality enter into your work process? How is language around these identities addressed?



Resources from our workshop “Positionality and Working Across Difference” continued

You with your Organization:

- How do you engage with people with different identities, roles, positions, privilege?
- What influences how you work with others? When are those situations different? Why?
- How does your identity impact the roles or positions you hold in your organization?
- Do you see a connection between your race, gender, sexuality, class, religion, ethnicity, or any other part of your identity and your role or position?
- Sometimes our own personal views on particular issues might not be reflected in the organization’s view; how do you or how does your organization address this?
- How do you negotiate individual and group differences without imposing values or opinions on others?
- What does the process of connecting the values of the individuals and those of the organization look like?